



IDENTIFICATION

Department	Position Title	
Northwest Territories Health and Social Services Authority	Registered Nurse - Obstetrics	
Position Number(s)	Community	Division/Region(s)
17-4167	Yellowknife	Patient Care Services, Maternal, Child Services – Obstetrics/Stanton

PURPOSE OF THE POSITION

Provides nursing care to clients of the Obstetrics Unit in accordance with established standards of nursing practice and the philosophy and objectives of the Northwest Territories Health and Social Services Authority (NTHSSA) to ensure that the clients' physical, emotional, psycho-social, educational and spiritual needs are met.

SCOPE

Stanton is an accredited facility in Yellowknife, and is a referral center for approximately 40,000 regional residents of the Western Arctic and Nunavut (Kitikmeot Region). Stanton provides health care services to adults and children on an in-patient/out-patient and outreach basis in order to restore health with dignity.

Located within Stanton and reporting directly to the Clinical Coordinator, Obstetrics Services, the Registered Nurse (RN), Obstetrics Unit is one of 14 RNs providing care to low to high-risk clients of the 13 bed Obstetrical Unit. The Labour & Delivery Section of the unit consists of an additional four beds. The Obstetrical Unit averages 600 births per year and on any given day there is an average of 5 clients in the unit. During any and all shifts there are 3 Registered Nurses on duty. Between 15:30 and 07:30 one Registered Nurse will be accountable as Team Leader (Responsibility Nurse) for the overall nursing care of all clients within the Unit consisting of 3 Registered Nurses (includes the Team Leader) and any additional health care professionals involved in the treatment of the clients. Every Registered Nurse may be required to act as the Team Leader depending on staff make up and experience of the staff on duty during a particular shift.

The RNs may work in any one of the following three areas during their shift:

1. Labour & Delivery (considered a critical care area),
2. Nursery (preterm and unwell newborn babies)
3. Antenatal and postnatal combined care.

The Registered Nurse, Obstetrics is a member of the nursing team who provides direct nursing care to clients and acts as a client advocate, facilitating communication between the client, family and other health care professionals. This will result in a holistic approach to planning, organizing, teaching, and relationship development that will best meet the needs of the client.

Client within the Obstetrics unit are both ante and post-partum moms and babes (34 weeks gestation or more). Clients are also admitted to this unit following a caesarean section requiring post-surgical types of care. The client medical outcomes range from predictable to unpredictable. Client within the Unit are visited a minimum of once per day or more frequently as required by their physician. The Registered Nurse may be responsible for up to 10 clients at any given time, and independently makes day-to-day decisions regarding individual nursing care plans based on delegated medical orders from the physician. The L&D Nurse performs Antenatal screening (Non Stress Test) on out-patients when required. Any client admitted to the Hospital for any reason who is above 20 weeks gestation will be admitted to Obstetrics so the incumbents provide their care as well.

As the Northwest Territories Health and Social Services Authority is a referral center for the Western Arctic and Nunavut (Kitikmeot), there are times when the Registered Nurse, Obstetrics is required to provide temporary interventions for obstetrical emergencies outside standard practice in the organization while awaiting physician arrival. This includes receiving babes under 34 weeks gestation that require stabilization, are intubated and drugged prior to being medivaced to the south.

Based on client census and acuity throughout Stanton the incumbent may be required to provide standardized nursing care to any and/or all of the nursing units within the scope of a RNs practice.

RESPONSIBILITIES

- 1. The Registered Nurse, Obstetrics provides direct nursing care to client requiring continuous 24-hour medical and nursing care using a problem solving approach and in accordance with the standards, guidelines and scope of professional nursing practice to facilitate individualized nursing care to client of the Obstetrics Unit.**
 - The Registered Nurse will assess, plan, implement, document and evaluate care to ensure a coordinated holistic approach which best meets the needs of the client.
 - Assist client to achieve their optimum level of health in situations of normal health, illness, injury, or through the process of dying,
 - Advocate the dignity and self-respect of client,

- Promote the autonomy of clients and help them to express their health needs and values to obtain appropriate information and services,
 - Safeguard the trust of clients that information learned in the context of a professional relationship is shared outside the health care team only with the client's permission or as legally required,
 - Apply and promote principles of equity and fairness to assist clients in receiving unbiased treatment and a share of health services and resources proportionate to their needs, and
 - Act in a manner consistent with their professional code of ethics, responsibilities and standards of practice.
- 2. The RN, Obstetrics facilitates, implements and modifies client and family education/teaching based on the needs of the client.**
- Use a holistic approach to facilitate individual learning of clients and their families upon admission and transfer or discharge in relation to client illness or injury (i.e. self-care, health promotion, etc.),
 - Assess the client for physical and psychological needs, their knowledge of their health, disease process and learning needs,
 - Research, develop, revise and evaluate on an ongoing basis, educational resources necessary to support clients, and
 - Coordinate the admission and transfer or discharge of clients. This includes explaining and ensuring that the client understands the admission or discharge plan (established by the Health Care Team for the clients care and treatment).
- 3. As a Team Leader (Responsibility Nurse), the Registered Nurse, Obstetrics assumes accountability for the standard of care delivered toward determining and achieving client care goals.**
- Makes decisions necessary to promote change and ultimate outcome of goal attainment,
 - Communicate with other members of the health care team regarding the client's health care to provide continuity of care and promote collaborative efforts directed toward quality client care,
 - Take a lead role in disaster responses within the Obstetrics,
 - Directs and supervise the functions of others who provide or support client care (LPNs, Unit Clerk, etc.), and
 - Ensure adequate staffing levels during all shifts (i.e. calling in appropriate relief staff).
- 4. Advocate practice environments that have the organizational and resource allocations necessary for safe, competent and ethical nursing care.**
- Provide coaching and leadership to peers, students and other members of the health care team to develop skill levels necessary to achieve the standard of care,
 - Collaborate with nursing colleagues and other members of the health care team to advocate health care environments that are conducive to ethical practice and to the health and well-being of clients and others in the setting,
 - Orientation of new employees to unit specific programs and mandate, and

- Participates in committees, task forces, and research projects as related to the Obstetrics Unit.

WORKING CONDITIONS

*(Working Conditions identify the **unusual and unavoidable**, externally imposed conditions under which the work must be performed and which create hardship for the incumbent.)*

Physical Demands

Between 25% and 50% of the incumbents day will be spent lifting, moving and supporting clients who require assistance, either during labour or in general activities. Incumbents are required to work in a limited and restrictive space around the clients/bedsides. In addition, the incumbent will be required to bend and stand in an awkward position while performing client assessment or care. Due to the nature of the work, which is unpredictable and fluctuating, the RN, Obstetrics is often unable to eat meals or access washroom facilities at regular intervals.

Environmental Conditions

During their shift (100% of time) an incumbent will be exposed to communicable diseases, blood and body fluids, human waste, hazardous materials (sharps, toxic cleaning and sterilizing solutions) that can result in moderate risk to the incumbents' health. The incumbent is also exposed to a noisy work environment, including angry, screaming clients (adults and babies), and noisy equipment.

Sensory Demands

Clients within the Obstetrics unit may be connected to monitors (i.e. mothers and unborn babies during delivery) requiring constant attention. As a result, the Registered Nurse, Obstetrics must constantly use the combined senses of sight, touch, hearing and smell to monitor client status that may cause significant levels of stress on the senses. The Labour & Delivery area will often be quite noisy. The incumbent must be able to recognize and address the different warning and monitoring indicators to ensure appropriate and timely client care.

Mental Demands

The incumbent may be exposed to death and other emotionally disturbing experiences. The RN, Obstetrics is expected to remain calm, controlled and professional, regardless of the situation and demonstrate compassionate care to the client, family and other members of the health care team.

The environment is dynamic and constantly changing, resulting in continually re-evaluating and shifting priorities. The incumbent is exposed to death/dying and other emotionally disturbing experiences. The RN, Obstetrics is expected to remain calm, controlled and

professional, regardless of the situation and demonstrate care and compassion to the client, family and other members of the health care team.

The RN, Obstetrics is required to be motivated and innovative in the area of continuing education and practice to encourage the professional growth of self and others.

In addition, within the health care setting there is significant lack of control over the work pace, with frequent interruptions that may lead to mental fatigue or stress.

As a result of the large number of potentially violent and verbally abusive clients and the emotional state of family members there is uncertainty in knowing what to expect while at work. As a result, there is legitimate concern about being responsible for the lives of clients and their families, risk of assault and unknown and unpredictable situations.

KNOWLEDGE, SKILLS AND ABILITIES

- The Registered Nurse, Obstetrics must have a knowledge of and an ability to apply advanced nursing processes (assessment, planning, implementation and evaluation) and current nursing practice to ensure that the obstetrical clients' physical, emotional, psycho-social, spiritual and educational needs are met.
- As Stanton specialists in Obstetrics the RN, Obstetrics must be able to provide training, advice and assessment using specialized equipment, medications, tools and techniques (e.g. fetal monitors, isolettes, forceps, etc.).
- An ability to educate clients and their families (where applicable) on appropriate self-care methods and techniques.
- Knowledge of biological, physical and behavioral sciences in order to recognize, interpret and prioritize findings and determine and implement a plan of action based on accepted standards of practice.
- Knowledge of and an ability to network resources within and outside Stanton (i.e. Social Services, Public Health, medivac teams etc.) in order to ensure support of clients and their families.
- An ability to operate desktop computer in order to send and receive electronic mail and conduct research over the Internet.
- An ability to operate and/or use standard medical equipment (such as but not limited to - peripheral IV pumps and lines, stretchers, thermometers, blood pressure cuffs, sphygmomanometer, suction tubes, sharps, pulse oximeter, etc.)

Typically, the above qualifications would be attained by:

This level of knowledge is commonly acquired through the successful completion of a Nursing Degree with one year recent experience within an Obstetrical Unit. The completion of a Perinatal Nursing Certificate is also an asset.

ADDITIONAL REQUIREMENTS

Stanton Regional Requirements

Within the Stanton Region Registered Nurses must be registered with the NWTRNA and have successfully completed a criminal record check.

Within the Stanton Region all Registered Nurses must be able to acquire within a reasonable time frame and remain current with the following mandatory certifications:

- Non-Violent Crisis Intervention,
- Blood Glucose Monitoring,
- N95 fit testing,
- NISS charting,
- Plum A Pump Inservice,
- Standard Precautions,
- Towards a Respectful Workplace,
- Pyxis,
- IV Therapy,
- Fire training, and
- Certification in basic CPR
- WHMIS

In addition, the Registered Nurse, Obstetrics must be able to acquire within a reasonable time frame and remain current with the following training and/or certification:

- Fetal Health Surveillance in Labor
- Neonatal Resuscitation Program (NRP),
- Obstetrical Epidural Analgesia,
- Medipatient Training
- Immunizations,
- Breastfeeding and,
- Bilimeter Certification.

To function as a Registered Nurse on Obstetrics within Stanton, the following are highly recommended certifications:

- ACoRN

Canadian Nursing Association Certifications are desirable.

Position Security (check one)

- No criminal records check required
- Position of Trust – criminal records check required
- Highly sensitive position – requires verification of identity and a criminal records check

French language (check one)

- French required
- French preferred
- French not required



IDENTIFICATION

Department	Position Title	
Northwest Territories Health and Social Services Authority	Registered Nurse – Operating Room, Post Anesthesia Recovery Room	
Position Number(s)	Community	Division/Region(s)
17-11391	Yellowknife	Operating Room/Post Anesthesia Recovery Room/Stanton

PURPOSE OF THE POSITION

Provides nursing care to patients undergoing minor or major surgical procedures within established standards of nursing practice and the philosophy and objectives of the Northwest Territories Health and Social Services Authority (NTHSSA) to ensure that the patients' physical, emotional, psycho- social, spiritual, and educational needs are met.

SCOPE

The Northwest Territories Health and Social Services Authority (NTHSSA) is an accredited facility in Yellowknife, and is a referral center for approximately 43,000 regional residents of the Northwest Territories and Western portions of Nunavut.

Located within the THSSA and reporting directly to the Clinical Supervisor, Operating Room, Post Anesthesia Recovery Room (OR/PARR), the Registered Nurse, OR/PARR is one of 10 RNs providing culturally sensitive nursing care and assisting and supporting physicians during surgical procedures in 2 Operating Theatres. The Operating Room performs about 2700 surgical cases annually. The RN, OR/PARR works 07:30-15:30 Monday to Friday and will be on call on a rotating basis (2 RN's at a time) to assist with emergency surgical procedures. The RN, OR/PARR provides Perioperative care to the patient though the Perioperative period. The position encompasses the roles of circulating nurse, scrub nurse, and post anesthesia recovery room nurse.

Circulating

Two RNs function in the role of circulating nurse during most surgical procedures within the THSSA. One circulating RN prepares the OR for surgical procedures (i.e. ensures that sterile equipment and machines required for individual procedures are present and operational, ensures appropriate equipment bundles are available for the Scrub Nurse, etc.) . In this role the RN supports the surgical procedure by charting, ensuring additional equipment is provided with minimal delay, assisting in the maintenance of the sterile field and monitoring and evaluating physical status of the patient throughout the perioperative period.

The other circulating RN receives the patients from either Surgical Daycare, Surgery, or other units in THSSA and verifies that the patient is aware of the pending procedure, ensures that the patient consent has been signed, ensures that all lab and test results are on the chart, assesses the physical status of the patient and ensures that the appropriate area has been targeted for surgery. The circulating nurse brings the patient into the theatre and assists the anesthetist in preparing the patient for surgery, including, but not limited to, starting IV, setting up monitors, and assisting with induction. During the surgery, the circulating nurse supports and assists the anesthetist in monitoring and caring for the patient.

Scrub

The RN scrubs in and assists the surgeon with the actual procedure. The scrub RN is responsible for ensuring that the proper surgical instruments are present for the different types of surgeries and that all equipment is accounted for prior to and upon completion of all surgeries. The scrub RN is directly involved in the procedure and acts as an extension of the surgeon where they must respond appropriately to complications and unexpected events during the surgical procedure. This involves, but is not limited to, setting up the table, patient draping, specimen care and preparing drugs intraoperatively.

PARR

Once a patient is stable they will be moved into the PARR. The RN receives the patient and monitors their status until it is deemed appropriate for release to Surgical Daycare, Surgery or other department based on established discharge criteria. Recovery Room time can range anywhere from 15 minutes to several hours depending on patient's condition. The PARR RN performs daily checks on OR/PARR specific equipment and machines.

During surgical procedures, all RN's in the OR theatre must continually monitor patient status to ensure continued health and well-being. This includes anticipating the needs of the patient, anesthetist and the surgeon in order to support the successful completion of surgical procedures.

The RN OR/PARR acts as a patient advocate and facilitates communication between the patient, the surgical team and the THSSA. This will result in a holistic approach to planning, organizing, teaching, and relationship development that will best meet the needs of the patient.

RESPONSIBILITIES

1. The Registered Nurse, OR/PARR provides direct nursing care to patients undergoing minor to major surgical procedures requiring surgical/medical treatment using a problem solving approach and in accordance with the standards, guidelines and scope of professional nursing practice to facilitate individualized nursing care to patients undergoing surgical procedures.

- The Registered Nurse will assess, plan, implement, document and evaluate care to ensure a coordinated holistic approach which best meets the needs of the patient.
- Assist surgeons during surgical procedures to ensure that patients achieve their optimum level of health and well-being,
- Advocate the dignity and self-respect of patients,
- Promote the autonomy of patients and help them to express their health needs and values to obtain appropriate information and services,
- Safeguard the trust of patients that information learned in the context of a professional relationship is shared outside the health care team only with the patient's permission or as legally required,
- Apply and promote principles of equity and fairness to assist patients in receiving unbiased treatment and a share of health services and resources proportionate to their needs, and
- Act in a manner consistent with their professional code of ethics, responsibilities and standards of practice.

2. Advocate practice environments that have the organizational and resource allocations necessary for safe, competent and ethical nursing care.

- Provide coaching and leadership to peers, students and other members of the health care team to develop skill levels necessary to achieve the standard of care,
- Collaborate with nursing colleagues and other members of the health care team to advocate health care environments that are conducive to ethical practice and to the health and well-being of patients and others in the setting,
- Orientation of new employees to unit specific programs and mandate, and
- Participates in committees, surgical services teams (i.e . Including but not limited to ENT, general surgery, orthopedics, gynecology, etc.), and research projects as related to the Operating Room/Recovery Room.

WORKING CONDITIONS

*(Working Conditions identify the **unusual and unavoidable**, externally imposed conditions under which the work must be performed and which create hardship for the incumbent.)*

Physical Demands

Between 50% and 75% of the RN, OR/PARR's day will be spent in a standing position during surgical procedures (no opportunity to leave the surgery until complete) with lifting, moving and supporting unconscious and semi-conscious patients who require total care (i.e. in surgery) as well as heavy equipment which may cause significant levels of physical stress on

the RN, OR/PARR. Lifting and physical support of patients within the OR may be done on an individual basis or as a group. In addition, the RN, OR/PARR will be required to bend and stand in awkward position while performing patient assessment or care. Due to the nature of the work, which is unpredictable and fluctuating, the RN, OR/PARR is often unable to eat meals or access washroom facilities at regular intervals.

Patients awakening from the effects of anesthetic may need to be physically restrained as many (25% - 50%) these patients are disoriented and can be physically aggressive towards staff. Restraint of these patients can be very physical and draining for the RN, OR/PARR.

Environmental Conditions

During their shift (100% of time) the RN, OR/PARR will be exposed to communicable diseases, splashing blood, body fluids or other hazardous materials (sharps, bone cement, anesthetic gases, toxic cleaning and sterilizing solutions) during surgical procedures that will result in significant risk to the RN, OR/PARR's health and well-being.

Sensory Demands

Patients undergoing surgery are anesthetized and unable to communicate with the Surgeon or nurses and will be connected to several monitors and life support systems that require constant monitoring. As a result, the RN OR/PARR must constantly use the combined senses of sight, touch, hearing and smell to monitor patient health and well-being that may cause significant levels of stress on the senses. The RN, OR/PARR must be able to recognize and address the different warning and monitoring indicators to ensure appropriate and timely patient care.

Within the OR there is a significant amount of "white noise" which may hinder the RN, OR/PARR's ability to monitor life support systems, which requires a high level of focused concentration in order to avoid missing any critical information.

Mental Demands

The RN, OR/PARR works in an atmosphere of change, critical patient flow and moment-to-moment readiness for emergencies. The RN, OR/PARR must be prepared for all procedures and unanticipated aspects of the surgical and anesthetic procedure.

The RN, OR/PARR is exposed on a frequent basis to emotionally disturbing experiences. The RN, OR/PARR is expected to remain calm, controlled and professional regardless of the situation and demonstrate compassionate care to the client, family and other members of the health care team

The RN, OR/PARR is required to be motivated and innovative in the area of continuing education and practice to encourage the professional growth of self and others.

In addition, within the health care setting there can be significant lack of control over the work pace, with frequent interruptions that may lead to mental fatigue or stress.

When on standby the RN, OR/PARR will often be called in to assist on surgical procedures, which has substantial impact on family and social life.

KNOWLEDGE, SKILLS AND ABILITIES

- The Registered Nurse, OR/PARR must have knowledge of and an ability to apply advanced nursing processes (assessment, planning, implementation and evaluation) and current nursing practice to ensure that the surgical patients' physical, emotional and psychosocial needs are met.
- As a THSSA specialist in surgical procedures the RN, OR/PARR must be able to provide training, advice and assessment using specialized equipment, medications, tools and techniques (including but not limited to minimally invasive surgical equipment, electrical surgical units, crash carts, etc.).
- Advanced knowledge of biological, physical and behavioral sciences in order to recognize, interpret and prioritize findings and determine and implement a plan of action based on accepted standards of practice.
- An ability to operate desktop computer in order to send and receive electronic mail and conduct research over the internet.
- An ability to operate and/or use standard medical equipment (such as but not limited to - ECG, peripheral IV pumps and lines, stretchers, pressure stockings, thermometers, NG tubes, sphygmomanometer, blood glucose monitors, pulse oximeter, etc.)

Typically, the above qualifications would be attained by:

This level of knowledge is commonly acquired through the successful completion of a Nursing Diploma and the completion of an OR specific training program (3 to 6 months) and one year recent experience within an Operating Room setting.

ADDITIONAL REQUIREMENTS

Stanton Regional Requirements

Within the Stanton Region, all Registered Nurses must be registered with the NWTRNA and have successfully completed a criminal record check.

Within the Stanton Region, all Registered Nurses must be able to acquire within a reasonable time frame and remain current the following mandatory certifications:

- Non-Violent Crisis intervention
- Blood Glucose Monitoring
- WHMIS
- IV Therapy
- Internet and e-mail applications
- Fire training
- Certification in basic CPR
- Fit testing

- Standard precautions

In addition, the RN OR/PARR must be able to acquire within a reasonable time frame and remain current with the following training and/or certification:

- IV Push/Emergency drugs
- Epidurals for post-op pain management

Canadian Nursing Association Certifications are desirable.

Position Security (check one)

- No criminal records check required
- Position of Trust – criminal records check required
- Highly sensitive position – requires verification of identity and a criminal records check

French language (check one)

- French required
- French preferred
- French not required



IDENTIFICATION

Department	Position Title	
Northwest Territories Health and Social Services Authority	Registered Nurse, Dialysis	
Position Number(s)	Community	Division/Region(s)
17-12554	Yellowknife	Ambulatory Care and Medical Affairs/Stanton

PURPOSE OF THE POSITION

Provides advanced nursing care to patients of the Dialysis Unit in accordance with established standards of nursing practice and the philosophy and objectives of the Northwest Territories Health and Social Services Authority (NTHSSA) to ensure that the patients' physical, emotional, psycho-social, spiritual and educational needs are met.

SCOPE

Stanton is an accredited facility, located in Yellowknife, Northwest Territories (NWT). Stanton is the referral center for approximately 43,000 NWT residents and 5,900 residents from the Kitikmeot Region of Nunavut. Stanton provides health care services to adults and children on an inpatient/outpatient and outreach basis in order to restore health with dignity. Stanton recognizes the health hazards associated with tobacco in the workplace, both to smokers and non-smokers alike. Therefore, Stanton maintains a tobacco free environment within the building and throughout the property.

Located within Stanton and reporting directly to the Nurse Practitioner/Clinical Coordinator NWT Program, the Registered Nurse (RN), Dialysis provides culturally sensitive care to inpatients and outpatients living with renal disease. The RN, Dialysis may also be required to assist with the management and teaching for patients with renal insufficiency on hemodialysis as well as to individuals with chronic renal disease not yet on dialysis. The RN, Dialysis works Mondays to Saturday, 12 hour shifts, to provide direct nursing care (hemodialysis) to patients who require 3 four-hour treatments per week. The days per week and hours of work may be adjusted to accommodate an increase or decrease in the number of patients or other unusual occurrences. The Dialysis Unit can support 14 patients receiving dialysis within the unit on 5

dialysis machines. The RN, Dialysis will refer to the Nurse Practitioner/Clinical Coordinator NWT Program, for clinical direction (i.e. in unfamiliar situations, etc.).

The RN, Dialysis is a member of the nursing team who provides direct nursing care to inpatients and outpatients receiving treatment for renal disease (i.e. hemodialysis, change an artificial kidney, etc.) as well as counseling and educating those at risk. A specialist/physician is not always readily available. When necessary the RN, Dialysis will contact a specialist, southern hospitals and or transplant labs to address out of the ordinary complications (may be done via telehealth technology). As a result, the RN, Dialysis independently makes day-to-day decisions regarding individual nursing care plans based on standing orders. The RN, Dialysis may be responsible for multiple patients at any one time, using sound judgment to provide advanced care through independent nursing interventions and standing orders from the physician. When changes in the patient condition are detected (i.e. vital sign, abnormal lab results, pulmonary edema, etc.) the RN, Dialysis may adjust the treatment accordingly.

Dialysis patients must live within the Yellowknife area; therefore patients not living in Yellowknife must move here to receive the necessary, lifesaving care. The RN, Dialysis acts as a patient advocate and facilitates communication between the patient, family and the physician, specialists and other health care professionals to help the process of relocation occur as smoothly as possible. Patients, family members and external caregivers (i.e. Community Health Nurses, physicians, etc.) of patients will often contact the Unit on a regular basis for advice or direction prior, during and/or after the dialysis treatment. This constant and continuing communication and support results in a holistic approach to planning, organizing, teaching, and relationship development that will best meet the long term needs of the patient.

Based on patient census and acuity throughout Stanton the incumbent may be required to provide standardized nursing care to any and/or all of the nursing units within the scope of a RNs practice.

RESPONSIBILITIES

1. As part of a multi-disciplinary health care team the RN, Dialysis provides advanced nursing care to patients using a problem solving approach and in accordance with the standards, guidelines and scope of professional nursing practice to facilitate individualized nursing care to patients of the Dialysis Unit.

- Assess, plan, implement, document and evaluate care to ensure a coordinated holistic approach which best meets the needs of the patient.
- Ensure that dialysis equipment (i.e. dialysis machines, water purifier, etc.) is working properly by testing, calibrating and troubleshooting before initiating care.
- Assist patients to achieve their optimum level of health in situations of normal health, illness, injury, or through the process of dying.
- Advocate the dignity and self-respect of patients.
- Promote the autonomy of patients and help them to express their health needs and values to obtain appropriate information and services.

- Safeguard the trust of patients that information learned in the context of a professional relationship is shared outside the health care team only with the patient's permission or as legally required.
- Apply and promote principles of equity and fairness to assist patients in receiving unbiased treatment and a share of health services and resources proportionate to their needs.
- Act in a manner consistent with their professional code of ethics, responsibilities and standards of practice.

2. The RN, Dialysis facilitates implements and modifies patient and family education/teaching based on the needs of the patient.

- Use a holistic approach to facilitate individual learning of patients and their families upon admission and transfer or discharge in relation to renal disease (i.e. self-care, health promotion, etc.).
- Assess the patient for physical and psychological needs, their knowledge of their health, disease process and learning needs.
- Research, develop, revise and evaluate on an ongoing basis, educational resources necessary to support patients.
- Coordinate the admission and transfer or discharge of patients. This includes explaining and ensuring that the patient understands the admission or discharge plan (established by the Health Care Team for the patients care and treatment).

3. Advocate practice environments that have the organizational and human support systems, and the resource allocations necessary for safe, competent and ethical nursing care.

- Provide coaching and leadership to peers, students and other members of the health care team to develop skill levels necessary to achieve the standard of care.
- Collaborate with nursing colleagues and other members of the health care team to advocate health care environments that are conducive to ethical practice and to the health and well- being of patients and others in the setting.
- Orientation of new employees to specific specialty programs.
- Participate in committees, task forces, and research projects as related to the Dialysis Unit.
- Communicate with nurses and other members of the health care team regarding the patient's health status and care plan in order to provide continuity of care and promote a collaborative effort directs toward quality patient care.

WORKING CONDITIONS

*(Working Conditions identify the **unusual and unavoidable**, externally imposed conditions under which the work must be performed and which create hardship for the incumbent.)*

Physical Demands

The incumbent will be required to bend and stand in an awkward position while performing patient assessment or care. As treatments require the constant observation and attention the RN, Dialysis is often unable to eat meals or access washroom facilities at regular intervals.

Environmental Conditions

During their shift (75% to 100% of time) an incumbent will have significant levels of exposure to communicable diseases, blood, and body fluid, hazardous materials (sharps, toxic cleaning and sterilizing solutions) that can result in potential health risks to the incumbent.

The RN, Dialysis is exposed to toxic and unpleasant fumes that can result in potential severe health risks.

Sensory Demands

The incumbent will be required to use the combined senses of touch, sight, smell and hearing during on-going assessment and continuous observation of patients within the Dialysis Unit.

Mental Demands

The incumbents may be exposed to death/dying and other emotionally disturbing experiences. The RN, Dialysis is expected to remain calm, controlled and professional, regardless of the situation, and demonstrate care and compassion to the client, family and other members of the health care team.

In addition, within the health care setting there can significant lack of control over the work pace, with frequent interruptions that may lead to mental fatigue or stress.

There is uncertainty in knowing what to expect while at work. There is legitimate concern about being responsible for the lives of patients and their families, risk of assault and unknown and predictable situations.

KNOWLEDGE, SKILLS AND ABILITIES

- The RN, Dialysis must have knowledge of and an ability to apply advanced nursing processes (assessment, planning, implementation and evaluation) and current nursing practice to ensure that the patients' physical, emotional, psycho-social, spiritual, educational and daily living needs are met.
- The RN, Dialysis must have specialized knowledge in the area of nephrology (the study of diseases and disorders of the kidney) and must be capable of sharing this information to both patients and caregivers.

- Knowledge of and an ability to operate, calibrate and clean the dialysis specific tools and machines required during the dialysis of patients (i.e. including but not limited to the dialysis machines, water purification system, artificial kidneys, pumps, etc.).
- An ability to educate patients and their families (where applicable) on appropriate self-care methods and techniques.
- An ability to deliver presentations that are well structured and easy to understand and are presented in a relaxed, self-confident style is required.
- Knowledge of and ability to operate telehealth equipment, computer programs such as the HealthNet viewer and word processing programs.
- An ability to operate desktop computer in order to send and receive electronic mail and conduct research over the Internet.
- Knowledge of advanced biological, physical and behavioral sciences in order to recognize interpret and prioritize findings and determine and implement a plan of action based on accepted standards of practice.
- Knowledge of and an ability to network resources within and outside Stanton (i.e. Social Services, Public Health, etc.) in order to ensure support of patients and their families.
- An ability to operate and/or use standard medical equipment (such as but not limited to - Central Venous Catheters (CVC) lines, Intravenous Venous pumps and lines, stretchers, Electrocardiogram-machine, thermometers, sphygmomanometers, blood glucose monitors, sharps, etc.).

Typically, the above qualifications would be attained by:

This level of knowledge is commonly acquired through the successful completion of a Nursing Degree, hemodialysis training from a hospital approved course, and two years of directly related experience in a healthcare setting.

ADDITIONAL REQUIREMENTS

Stanton Regional Requirements

Within the Stanton Region Registered Nurses must be registered with the Registered Nurses Association Northwest Territories and Nunavut.

Within the Stanton Region all Registered Nurses must be able to acquire within a reasonable time frame and remain current the following mandatory certifications:

- Non-Violent Crisis Intervention
- Blood Glucose Monitoring
- Workplace Hazardous Materials Information System
- Intravenous Therapy
- Internet and e-mail applications
- Fire training
- Certification in basic Cardiopulmonary Resuscitation.

In addition, the RN, Dialysis must be able to acquire within a reasonable time frame and remain current with the following training or certification:

- Emergency Drug Administration
- Electrocardiography
- CVC

Desirable certifications include:

- Nephrology (Canadian Nurses Associations Certification)
- Advanced Cardiac Life Support

Position Security (check one)

- No criminal records check required
- Position of Trust – criminal records check required
- Highly sensitive position – requires verification of identity and a criminal records check

French language (check one)

- French required
- French preferred
- French not required



IDENTIFICATION

Department	Position Title	
Northwest Territories Health and Social Services Authority	Registered Nurse – Medical Daycare	
Position Number(s)	Community	Division/Region(s)
17-13669	Yellowknife	Ambulatory Care and Medical Affairs/Stanton

PURPOSE OF THE POSITION

Provides specialized nursing care to patients of the Medical Daycare Unit (MDCU) in accordance with established standards of nursing practice and the philosophy and objectives of the Northwest Territories Health and Social Services Authority (NTHSSA) to ensure that the patients' physical, emotional, psycho- social, spiritual and educational needs are met.

SCOPE

Stanton is an accredited facility, located in Yellowknife, Northwest Territories (NWT). Stanton is the referral center for approximately 43,000 NWT residents and 5,900 residents from the Kitikmeot Region of Nunavut. Stanton provides health care services to adults and children on an inpatient/outpatient and outreach basis in order to restore health with dignity. Stanton recognizes the health hazards associated with tobacco in the workplace, both to smokers and non-smokers alike. Therefore, Stanton maintains a tobacco free environment within the building and throughout the property.

Located within Stanton and reporting directly to the Clinical Coordinator, Medical Daycare, the Registered Nurse, Medical Daycare (RN, MDCU) is one of base staff of six RNs who, with the Clinical Coordinator and the Clerk/Aide, provide care primarily to outpatients in the Medical Daycare Unit. Up to 25 cases are done in the MDCU per day with varying levels of complexity of the individual procedures, tests or treatments. The unit is open during the day Monday-Friday from 07:30. The staff work 7.5 hour shifts. The hours of operation may vary slightly depending upon the procedures scheduled for the day.

In emergent or unusual situations, the staff may be requested to stay or return to work off-

hours to assist with procedures or perform treatments which nursing staff from other units may not be familiar with.

The RN, MDCU is a member of a patient care team that provides direct care to primarily adult outpatients who are prepared for and undergoing medical procedures, tests, or treatments. The most responsible physicians for the majority of the cases done in the MDCU are specialists in Internal Medicine and General Surgery.

The position encompasses the roles of the multiple specialties of the MDCU. The RN, MDCU may function in a supportive/assisting role (i.e. in the endoscopy suite or with other procedures) or in a delegated, independent manner (i.e. chemo/IV therapy or halter monitor).

The RN, MDCU may be required to work in any or all of the areas on any given day, depending upon skill mix, staffing, activity, and acuity. The RN, MDCU may be responsible for multiple patients at any one time.

1. Endoscopy
 - a. Admit/Recovery/Discharge of the endoscopy patients
 - b. Endoscopy suite
 - i. Including basic diagnostic endoscopic procedures.
 - ii. Endoscopy therapeutic procedures. Including but not limited to: variceal ligation, polypectomy, injection therapy, electrocautery and argon plasma coagulation, pneumatic balloon and bougie dilators, and insertion of gastric feeding tubes.
 - iii. Physician directed administration of intravenous deep sedation.
2. Chemo/Intravenous (IV) therapy:
 - a. Administration of chemo/IV medications, basic and advanced.
 - b. Assessment and co-ordination of Oncology patients receiving chemotherapy treatments.
 - c. Central Venous Catheter {CVC} care.
 - i. Including but not limited to: PICC, Broviac, IVAD care, maintenance and problem solving of these devices.
3. Cardiac Diagnostics:
 - a. Cardiac Stress Testing, including the basic preparation for and assisting the Internal Medicine specialist in performing cardiac stress testing.
 - b. Holter Monitoring.
 - i. Including basic assessments for application/removal.
 - ii. Analysis and correction of the Holter monitor report to prepare it for the interpretation by the Internal Medicine specialist.
4. Other miscellaneous treatments and procedures:
 - a. Including but not limited to liver biopsy, phlebotomy, bone marrow biopsy, lumbar puncture.

The RN, MDCU acts as a patient advocate and facilitates communication between the patient, family, the physician, specialists, and other health care professionals within and beyond Stanton. Patients, family members and other caregivers (i.e. Community Health Nurses, physicians, etc.) of patients will often contact the MDCU staff for advice or direction prior, during and/or after the procedure, test or treatment. This constant and continuing communication and support results in a holistic approach to planning, organizing, teaching, and relationship development that will best meet the short and long term needs of the patient.

The MDCU patients' medical outcomes are somewhat predictable but may be of an unstable nature and normally require specialized professional nursing services. The Registered Nurse will need to independently make decisions regarding individual nursing care plans or interventions based on delegated medical orders.

Within the Medical Daycare Unit, a physician is not always readily available. As a result, the nurses in the unit may be required to use independent nursing interventions and transferred medical functions/delegated medical orders to treat a patient before the physician returns or arrives.

To avoid potentially serious complications during patients' medical procedures, tests, or treatments, the RN, MDCU assesses the patient pre-treatment and advises the physician if there are any medical concerns/conditions (i.e. patient is not appropriately prepared, irregular blood work, etc.), which may result in an increased risk for the patients, or rescheduling or cancellation of the procedure.

The RN, MDCU will be required to take diagnostic equipment and assist with the procedure on other units in emergent situations such as to ICU, the OR, or Emergency.

Based on patient census and acuity throughout Stanton the incumbent may be required to provide standardized nursing care to any and/or all of the nursing units within the scope of a RN's practice.

RESPONSIBILITIES

1. The Registered Nurse, Medical Daycare provides direct nursing care to patients who may be otherwise well and also to patients who are critical, acute, and chronically ill. The MDCU patients may be inpatients or outpatients requiring medical procedures, tests or treatment. The RN MDCU uses a problem solving approach and in accordance with the standards, guidelines and scope of professional nursing practice to facilitate individualized nursing care to patients of the Medical Daycare Unit.

- The Registered Nurse will use Nursing Process (assess, plan, implement, document and evaluate care) to ensure a coordinated holistic approach which best meets the needs of the patient.
- Assists the Specialist during procedures, tests or treatments to ensure the patients achieve their optimal health and well-being.

- Assist patients to achieve their optimum level of health in situations of normal health, illness, injury, or through the process of dying.
 - Advocate the dignity and self-respect of patients.
 - Promote the autonomy of patients and help them to express their health needs and values to obtain appropriate information and services.
 - Safeguard the trust of patients that information learned in the context of a professional relationship is shared outside the health care team only with the patient's permission or as legally required.
 - Apply and promote principles of equity and fairness to assist patients in receiving unbiased treatment and a share of health services and resources proportionate to their needs.
 - Act in a manner consistent with their professional code of ethics, responsibilities and standards of practice.
- 2. The RN, Medical Daycare facilitates implements and modifies patient and family education/teaching based on the needs of the patient and family.**
- Use a holistic approach to facilitate individual learning for patients and their families upon admission and transfer or discharge in relation to patient illness or injury (i.e. self-care, health promotion, etc.)
 - Assess the patient for physical and psychological needs, their knowledge of their health, disease process and learning needs.
 - Research, develop, revise and evaluate on an ongoing basis, best practice guidelines and educational resources necessary to support patients.
 - Coordinate the admission and/or discharge of patients. This includes explaining and ensuring that the patient understands the admission or discharge plan (established by the Health Care Team for the patients' care and treatment).
- 3. Advocate practice environments that have the organizational and resource allocations necessary for safe, competent and ethical nursing care.**
- Provide support, coaching and leadership to peers, students and other members of the health care team to develop skill levels necessary to achieve the standard of care.
 - Collaborate with nursing colleagues and other members of the health care team to advocate health care environments that are conducive to ethical practice and to the health and well-being of patients and others in the setting.
 - Orientation of new employees (including physicians) to specific specialty programs.
 - Participates in committees, task forces, and research projects as related to the Medical Daycare Unit and Stanton (i.e. accreditation).
- 4. As an RN with multiple specialties, the RN, MDCU assumes accountability for the standard of care delivered toward determining and achieving patient care goals.**
- Makes decisions necessary to promote change and ultimate goal of attainment.
 - Communicate with other members of the healthcare team regarding the patient's health care to provide continuity of care and promote collaborative efforts directed toward quality patient care.

- Research, develop, revise and evaluate on an ongoing basis, best practice guidelines related to new procedures, tests, and treatments.
- The RN, MDCU must develop and use technical trouble shooting skills related to the safe use and care of the MDCU equipment.
- In the absence of the Clinical Coordinator, the RN MDCU may be required to take charge or make decisions regarding the day-to-day operation of the unit (i.e. the addition of cases or management of equipment issues)

WORKING CONDITIONS

*(Working Conditions identify the **unusual and unavoidable**, externally imposed conditions under which the work must be performed and which create hardship for the incumbent.)*

Physical Demands

Between 50% to 80% of the incumbent's day will be spent standing and walking for long periods of time. In addition, the incumbent will be required to perform patient assessment or care while standing or bending often in an awkward position. (i.e. assisting in the endoscopy suite or with stress testing in a room removed from the unit, accessing central lines while the patient is sitting in a chemo chair)

Lifting and pushing will also be required to move and support patients who are unconscious or sedated and therefore dependent on the nurses. This may be done on an individual basis or as a group.

The RN, MDCU will be required to assist with moving furniture and equipment throughout the day to accommodate the changing needs of the patients and operation of the unit (i.e. stretchers, chemo chairs, equipment, and equipment carts).

Due to the nature of the work, which is unpredictable and fluctuating, the RN, MDCU is often unable to eat meals, take breaks or access washroom facilities at regular intervals (50-70% of the shift) (i.e. the incumbent will be unable to leave the endoscopy suite during a procedure or to leave the chemotherapy patient at critical points during their treatment).

Patients awakening from the effects of anesthetics may be disoriented and can be physically aggressive or their behavior may be unpredictable (25-50%). This may pose a risk for physical injury to the nurse.

Environmental Conditions

During their shift (100% of time) an incumbent will have significant levels of exposure to communicable diseases, blood, and body fluids, hazardous materials (sharps, toxic cleaning and sterilizing solutions) that can result in potential health risks to the incumbent.

The RN, MDCU is responsible for administration drugs such as chemotherapy medications, which are highly toxic, where minimal levels of exposure to the incumbent are unavoidable. Prolonged exposure may result in serious health risks to the incumbent.

Within the small space of the MDCU there is frequent and prolonged exposure to noise from multiple sources including equipment (i.e. the suction pump, pulse oximeter, IV pumps), patient noises (i.e. moaning, passing gas, patient televisions), telephones ringing (i.e. physician's cell phones, 4 desk phones). There is also a daily risk for minor injury due to the frequency of having to provide patient care and move the equipment within the small space (70-80% of the shift).

Sensory Demands

The incumbent will be required to use the combined senses of touch, sight, smell and hearing during on-going assessment and continuous observation to monitor the patients within the Medical Daycare Unit. Many of the patients (i.e. Endoscopy and Chemo/IV therapy) within the Medical Daycare Unit are prone to complications arising from their treatment or procedure. Therefore, the RN, Medical Daycare must be constantly alert (100% of the shift) to patients' physical, psychosocial, spiritual, educational and emotional needs.

When working in the endoscopy suite, the incumbent will be required to spend long periods of time monitoring the video screen while assisting with an endoscopic procedure (50-80 % of the shift).

With multiple patients and often-high activity in the unit, the incumbent must be vigilant in the use of focused concentration (100% of the shift) (i.e. monitoring IV sites during the administration of certain chemotherapeutic medications, monitoring unconscious endoscopy patients who are unable to communicate with the staff). At the same time, when required, the incumbent must ensure that they use very focused concentration for specific tasks. (I.e. when two staff check chemo/IV therapy prior to administration).

Mental Demands

The incumbent works in an atmosphere of change, critical patient flow and moment-to-moment must be prepared for all procedures and the anticipated and unanticipated aspects of the procedures.

The workload in the unit can be irregular. The RN, MDCU often has no control over the time it takes to complete a procedure. It may vary from minutes to hours. There is no control over either when the patients arrive for their procedure, test, or treatments or how they tolerate them. There is daily pressure to increase the speed at which the cases are done or to add additional cases.

There is often a variation in the nursing staff and physician skill level, work pace, or familiarity with the type of equipment used in the MDCU. This can be very stressful and may lead to mental fatigue or stress.

Patients who attend the MDCU for procedures, tests or treatments may be diagnosed with life threatening diseases or conditions. The patients and their family members may be very anxious or distressed regarding the invasive tests and real or potential diagnosis. Many of the chemotherapy patients are undergoing palliative treatments for their cancer and will eventually die of the disease possibly after months or years of treatment in the MDCU. The incumbents will be exposed to death/dying and other emotionally disturbing experiences on a daily basis. The RN, Medical Daycare is expected to remain calm, controlled and professional, regardless of the situation, and demonstrate compassionate care to the client, family and other members of the health care team.

The RN, MDCU is required to be motivated and innovative in the area of continuing education and practice to encourage the professional growth of self and others.

There is uncertainty in knowing what to expect while at work. There is legitimate concern about being responsible for the lives of patients and their families, risk of assault and unknown and unpredictable situations.

KNOWLEDGE, SKILLS AND ABILITIES

- The Registered Nurse, Medical Daycare must have knowledge of and an ability to apply standard and advanced nursing processes (assessment, planning, implementation and evaluation) and current nursing practice to ensure that the patients' physical, emotional, psycho-social, spiritual, and educational needs are met.
- As the NWT "specialists" in Endoscopy, Chemo/Intravenous therapy, Central Venous Catheters (CVC), and Cardiac Diagnostics, the R.N., MDCU must be able to provide training, advice and assessment in the use of specialized equipment, tools, techniques and medications (including but not limited to endoscopes, chemo/IV therapy, CVC).
- An ability to educate patients and their families (where applicable) on appropriate self-care methods and techniques.
- Advanced knowledge of biological, physical and behavioral sciences in order to recognize, interpret and prioritize findings and determine and implement a plan of action based on accepted standards of practice.
- Knowledge of and an ability to network resources within and outside Stanton (i.e. Social Services, Public Health, etc.) in order to ensure support of patients and their families.
- An ability to operate a desktop computer in order to send and receive electronic mail and conduct research over the Internet.
- An ability to operate and/or use standard medical equipment (such as but not limited to - peripheral IV pumps and lines, stretchers, ECG, thermometers, sphygmomanometer, blood glucose monitors, sharps, etc.).
- An ability to effectively operate non-medical equipment used during the care of patients within Medical Daycare (these include but are not limited to wheel chairs, etc.).
- Knowledge of various methods of infection control and associated risks of cross contamination for patients, visitors and other staff members.
- The MDCU, RN is the only Stanton staff that is familiar with the use and care of the specialized equipment used in the unit. Improper use, handling, or trouble shooting of

issues with the equipment could result in significant repair costs or risk of injury to patients. The endoscopy equipment has a replacement value of more than \$350,000.00.

Typically, the above qualifications would be attained by:

This level of knowledge is commonly acquired through the successful completion of a Nursing Degree. The ideal candidate would have recent experience in an Ambulatory care department where procedures are performed, with a minimum of 1 year experience in endoscopy and endoscopic therapeutic procedures, a minimum of 1 year experience in chemotherapy assessment and administration, or a minimum of 2 years' experience in either endoscopy and endoscopic therapeutic procedures or chemotherapy assessment and administration, and a minimum of 6 months experience in cardiac stress testing, holter monitor analysis, or cardiac monitoring.

ADDITIONAL REQUIREMENTS

Stanton Regional Requirements

Assets include:

- Advanced Cardiac Life Support (ACLS)
- A recent hospital approved certification course in chemotherapy administration - University level Oncology nursing course (i.e. the Oncology Nursing Distance Education Course - Alberta Health Services or other similar course)
- Canadian Nurses Association certification in either Gastroenterology or Oncology - Other skills and qualifications may be considered on a case-by-case basis

Within the Stanton Region Registered Nurses must be registered with the Registered Nurses Association of the Northwest Territories and Nunavut (RNANTNU) and must be able to acquire within a reasonable time frame and remain current the following mandatory certifications:

- Non-Violent Crisis Intervention
- Blood Glucose Monitoring
- WHMIS
- Intravenous Therapy
- Internet and e-mail applications
- Fire training
- Certification on Basic Cardiopulmonary Resuscitation (CPR)

In addition, the Registered Nurse, Medical Daycare must be able to acquire within a reasonable time frame and remain current with the following certification or skills:

- Electrocardiogram (ECG) Interpretation
- Central Venous Catheters (CVC)
- Chemo/IV Therapy
- Endoscopy techniques including but not limited to: variceal ligation, polypectomy, injection therapy, electrocautery and argon plasma coagulation, administration of sedative medications, pneumatic balloons and bougie dilators

- Chemotherapy and other advanced intravenous medication administration, including but not limited to: Central venous catheter (CVC) care and removal (including but not limited to: PICC, Broviac IVAD care, maintenance and problem solving).
- Cardiac diagnostics, including but not limited to: Cardiac stress testing; Holter
- Monitoring (including the basic assessments for application/removal and analysis for preparation for interpretation by the Internal Medicine specialist).
- Other miscellaneous procedures including but limited to: bone marrow biopsy, liver biopsy, phlebotomy, and paracentesis.

Position Security (check one)

- No criminal records check required
- Position of Trust – criminal records check required
- Highly sensitive position – requires verification of identity and a criminal records check

French language (check one)

- French required
- French preferred
- French not required